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ABSTRACT

The 35-item attitude scale was developed to test the hypothesis that male views of appropriate female behavior significantly influence the processes underlying females' career development. The rating scale is a Likert-type instrument and does not provide for a neutral response. The test is group administered, takes approximately 30 minutes, and is hand scored. Reliability of the revised version is .86 for female high school students and .93 for counselors (male and female). The construct validity is described, and a number of significant relationships between certain items and the "difference" score on the Bem Sex Role Inventory are pointed out. (MH)

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ATTITUDES TOWARD SEX ROLES SCALE (1968)
(REVISED 1977)

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PURPOSE AND USE

The scale measures responses to commonly held notions of sex-role behavior along a continuum ranging from dichotomous to androgynous. This scale is based on the assumption that some individuals dichotomize attitudes and behaviors believed to be appropriately male or female and that other persons tend to ignore sex-role expectations and see attitudes and behaviors as appropriate to both sexes, that is, they hold androgynous worldviews. It has been used with adult men and women and most recently with young women in high school and their counselors, for whom it was also translated into Spanish. (The English and Spanish versions are in the instrument package.) In the high school setting, the scale was used to measure the ways in which the students and their counselors define femaleness, so that the students, aware of their perceptions, might make better career choices and the counselors, aware of models of feminity different from their own, might avoid stereotype-bound counseling.

DESCRIPTION

Development. The scale was developed to test the hypothesis that men's views of appropriate feminine behavior play a significant although often unrecognized part in the processes underlying women's career development, which make that development different from men's. The pilot study sample consisted of 33 women assigned to one of the following career groups: Homemaker Career, Feminine Career, and Androgynous Career. Twenty persons from similar career groups judged 80 attitudinal or behavioral statements according to their representativeness of current views and sex-role expectancies. The pilot sample then responded to each statement as they thought significant men in their lives would respond. Responses were subjected to a principal-axis analysis; 5 of the 6 factors derived had sufficient item loading to be interpretable. Only items loading on 2 factors at .45 or above were used in the final 35-item instrument. Five subscales (constructs)--Woman as Partner, as Ingenue, as Homemaker, as Competitor, and as Knower--were formed, with 7 items comprising each subscale.

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Format. The scale is a Likert-type instrument, consisting of 35 statements to which respondents may agree or disagree at 3 levels of intensity (from "very strongly agree" to "very strongly disagree"). No neutral response is provided.

Administration. The scale was group administered. Thirty minutes should be a sufficient amount of time to complete the scale. Administration directions precede the statements on the scale.

Scoring. The scale is hand scored. A scoring key, including interpretation of scores, appears with the instrument.

Cost. None.

Availability. The scale is not copyrighted and may be reproduced without permission from the author.

RELIABILITY

Internal consistency. 86 women participated in the first study done with this scale, conducted by the author. They were divided into married and not married categories and were assigned to the appropriate career group (Homemaker, N = 33; Feminine, N = 30; Androgynous, N = 23). Average characteristics of women in the Homemaker Career group were 51 years old, 1 year of college, 4 children, and annual income of $19,000; 25 were married and 8 were not. For women in the Feminine Career group, the averages were 35 years old, 4 years of college, 2.4 children, and a combined annual income of $15,000; 13 were married and 17 were not. Average characteristics of women in the Androgynous Career group were 41 years old, 6 years of college, 2.1 children, and a combined annual income of $18,000; 13 were married and 10 were not. Alpha coefficients of internal consistency were obtained for the dependent variables. Reliability ranged from .73 to .83.

A year later Hawley conducted another study with 136 randomly selected women college students who were majoring either in teacher preparation (N = 45), math-science (N = 39), or counseling preparation (N = 52). Mean age of the teacher group was 26.34 years; 21 were married and 18 were not. Mean age of the math-science majors was 26.56 years; 21 were married and 18 were not. Mean age of counselors was 32.81 years; 27 were married and 25 were not. They had an average of 4.7 years teaching experience. Subscale reliability ranged from .70 to .84, and the overall reliability estimate was .93.

In 1975, a revised version of the scale was given to 2,234 female high school students and 65 counselors, 31 of whom were women and 34 men. The students were randomly selected from 12 public high schools and 1 parochial school in Southern California. They were free to take either the English or Spanish version, however, the number who took each version was not recorded. The alpha coefficient (determined using Cronbach's generalization of KR-20) was .86 for the young women and .93 for counselors.

VALIDITY

Construct. All three of Hawley's studies (1971, 1972, 1975) demonstrated that the scale discriminates between groups in the samples. Women's perceptions of male views of the feminine ideal differed significantly depending upon their career group and according to their marital status. Refer to the publications listed in the reference section of this description for further information on development and validity.

Concurrent. In the spring of 1977, Hawley administered her scale and the Bem Sex-Role Inventory (BSRI) to 56 male and female graduate students of Education. It was assumed that each scale measures androgyny. Although no correlation was found between the total scores on the 2 instruments, a number of significant relationships were found between certain items on the Hawley Scale and the "difference" score on Bem's Inventory (Hawley, 1977). (The BSRI is described elsewhere in this monograph.)

OTHER TECHNICAL INFORMATION GIVEN

Kaplan and Goldman (1973) modified Hawley's scale for their study. About 24 male and 30 female college students responded to the items as they believed the average man would respond (stereotypically). The other half of the sample, 25 males and 23 females, responded as they believed the average woman would respond. The average man was seen as viewing women in a more traditional manner than the average woman and the women in the sample perceived more dissimilarity between the average man and woman than did the men in the sample. Also, the 5 subscales were found to be highly intercorrelated.

SOURCE

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Scoring Key

ATTITUDES TOWARD SEX ROLES SCALE

Directions:

First score androgynously worded items. They are identified by an asterisk. Use the following key:

agree = 3	disagree = 4
strongly agree = 2	strongly disagree = 5
very strongly agree = 1	very strongly disagree = 6

Next, score unmarked (dichotomously worded) items using the following key:

agree = 4	disagree = 3
strongly agree = 5	strongly disagree = 2
very strongly agree = 6	very strongly disagree = 1

Interpretation of scores:

High scores on this instrument indicate dichotomous, gender-bound, traditional attitudes. Low scores indicate androgynous attitudes in which the respondent tends not to distinguish between male and female characteristics in the circumstances specified. Because the range of scores is from 35 to 210, those means which are below 88 on the scale can be considered to fall on the androgynous half of the continuum, and those above that figure on the dichotomous half.

ATTITUDES TOWARD SEX ROLES SCALE

Directions: Listed below are 35 common ideas about womens' roles in relationship to men. You may feel strongly about some ideas and less strongly about others. There are no right or wrong answers, only personal opinions. Respond to every item by putting a check mark in the appropriate space.

Very strongly agree	Strongly agree	Agree	Disagree	Strongly disagree	Very strongly disagree	
						1. Men and women should share both the responsibilities and privileges of life equally.
						2. Women should be the "power behind the man" and not the one "out in front."
						3. Truly feminine women let the man believe he is boss even when this is not true.
						4. Women should express their opinions honestly, even if this is in disagreement with a man.
						5. It is appropriate to divide work into "man's work" and "women's work."
						6. Men and women should be paid equal wages if they are doing the same work.
						7. Men should make the final decision in financial matters and women should make the final decisions concerning the home.
						8. Women can think as logically as men.
						9. Acting helpless makes a woman appear more feminine.
						10. Women should act naive (for example, pretend not to understand) in order to make a man look more knowledgeable.
						11. The best way for a woman to get her way with a man is to use feminine "wiles" and tricks.
						12. In a business setting, the woman who acts seductively is not behaving appropriately.
						13. The best guarantee of a good marriage is for the wife to be submissive to her husband.
						14. The most important characteristic for a wife is physical attractiveness.

Very strongly agree	Strongly agree	Agree	Disagree	Strongly disagree	Very strongly disagree	
						15. A woman should work only if she can do so without interfering with her domestic duties.
						16. The best way for a woman to show her love for her family is to dedicate her time to being a housewife.
						17. It is possible for women to combine home and career and do both successfully.
						18. Women demand equal advantages with males in the world of work, yet insist on special privileges at the same time.
						19. Women who work outside the home tend to be more interesting people than those who do not.
						20. It is only natural for women to be interested in people and men to be interested in ideas.
						21. A woman's place is primarily in the home.
						22. Modern women are too competitive.
						23. Women should follow any vocation they wish, even if this violates tradition.
						24. Highly paid jobs should go to men with families to support.
						25. A wife should not compete with her husband in his own area of endeavor.
						26. Women can work in any vocation without appearing masculine.
						27. Men are willing to work for a woman as long as she is competent.
						28. It is not possible to maintain a romantic relationship when a woman beats the man "at his own game."

Very strongly agree	Strongly agree	Agree	Disagree	Strongly disagree	Very strongly disagree	
						29. There is no genetic difference between the sexes in intellectual ability.
						30. Beauty is more important to femininity than intelligence.
						31. Married women should be able to have both male and female friends.
						32. A college education is equally important for males and females.
						33. It is just as important for women to be intellectually capable as it is for men.
						34. Males are inherently capable in some areas and women in others.
						35. It would be appropriate for a woman to be President of the United States if she were qualified.